

## PROFESSIONAL EMPLOYEE BENEFIT OVERVIEW

<i><b>BENEFIT</b></i>	<i><b>DESCRIPTION</b></i>
<b>Monthly Benefit Allotment</b>	\$1,138, to purchase medical, dental, and life insurance, with unused portion paid to you as cash
<b>Medical Health Plans</b>	Blue Shield PPO Blue Shield HMO Health Net HMO Kaiser HMO
<b>Dental Plans</b>	Delta Dental (without orthodontic benefits) Delta Dental (with orthodontic benefits for children only) DeltaCare (PMI) Dental
<b>Vision Plan</b>	Medical Eye Services (MES) – Optional
<b>Life Insurance</b>	\$10,000 Term Life Insurance (Optional additional life insurance, paid by you, at 1X, 2X, or 3X your salary)
<b>Accidental Death &amp; Dismemberment</b>	Optional
<b>Section 125</b>	Optional (Medical Reimbursement Plan, Dependent Care Plan, Premium Conversion Plan)
<b>Work Schedule</b>	Four 10-hour days, Tuesday through Friday
<b>Vacation</b>	80 hours per year, increasing to 120 after five years
<b>Holidays</b>	12 paid holidays per year
<b>Sick Leave</b>	100 hours per year
<b>Other Leaves</b>	Bereavement Leave Catastrophic Leave Jury Duty Leave Military Leave Witness Leave
<b>Tuition Reimbursement</b>	Reimbursed up to \$1,000 per year
<b>Deferred Compensation (457 Plan)</b>	Optional (Employee may contribute up to the IRS maximum)
<b>Retirement</b>	2% @ 55 defined benefit plan administered by San Bernardino County Employees' Retirement Association (SBCERA), which has reciprocity with most other public retirement systems. AQMD contributes 17.78% of gross salary plus certain other pay. You contribute from 4.18% to 10.03% of gross salary plus other pay, depending on your age at entry. Employees pay only the Medicare portion of Social Security.